

VIRGINIA WORKFORCE COUNCIL MEETING
OCTOBER 31, 2006 10:00AM – 2:00 PM
THE VIRGINIA HISTORICAL SOCIETY
428 NORTH BOULEVARD
RICHMOND, VIRGINIA

MINUTES

Call to Order – Chair Marjorie M. Connelly

Chair Connelly called the meeting to order.

Roll Call – Jean Thomas-Banks, Administrative Assistant

Confirmed Quorum.

Council Members Present:

Marjorie M. Connelly, Chair

Daniel LeBlanc, Senior Advisor to the Governor's Office for Workforce Development

Mark Dreyfus, Vice Chair

Huey Battle

Elwood Boone

Delegate Kathy Byron

Commissioner Dolores Esser

Richard Gonzalez

Secretary Patrick Gottschalk

Hugh Keogh

James McClain

Guillermo Meneses

Hiawatha Nicely, Jr.

Rita Ricks

Toney Rigali

Senator Frank M. Ruff, Jr.

Don “Robin” Sullenberger
James Underwood
Brett Vassey
Andrea Wooten

Approval of the Minutes – Chair Connelly

The minutes of the June 8, 2006 meeting were approved.

Resignations Accepted – Chair Connelly

Lovey Hammel
Robert Myers

New Virginia Workforce Council members welcomed – Chair Connelly

Senator Frank M. Ruff, Jr.
Toney Rigali

Public Comment – Chair Connelly

There were no public comments.

Conflict of Interest Discussion – Chair Connelly

First topic, which actually relates to Council membership and that is conflict of interest discussion. I think folks had gotten a note that we sent out. I sent that to everyone, talking a bit about conflict of interests. Obviously, this is an area where I think we do have to be very conscientious about it, because in many cases the reason that people are on this Council is because they actually have expertise and direct participation in the workforce development arena. So, I think, in some ways by design, and by good design, there is at least the potential there. So really the issue is how do we still retain that level of engagement and knowledge, which I think is imperative for us to really do our job well, and yet make sure that we all do perform appropriately and that there is no true conflict of interest.

It was noted that the initial discussion was if a member of the Council was retained by a WIB in a financial transaction, would that, indeed, be a conflict of interest. So the initial piece that went out on September 1st said, well yeah, if you gain directly from the particular engagement, you would have to abstain from taking the action if there was something that came up on that particular WIB, some kind of an accountability standard, some kind of an award, et cetera; after discussion with the legal in the Governor's Policy Office, and their investigation as to what should be considered the norm. So the guidance here is common sense and that is that if you know by your vote that you are going to gain financially from that particular vote, then you just simply abstain, and that is all you do basically. If you have questions or need guidance give us a call.

There was a questions about revenue going into the WIBs straight across the board, and if that would constitute an automatic situation.

It was noted that the Council acts as a body that is responsible for oversight of the workforce investment boards and the system and a conflict arises if the member will gain personally by that vote, not as a member of the WIB.

We have a lot of organizational changes that are underway, and that actually includes organization changes in the Governor's Office for Workforce Development. Danny and Paula will introduce the staff.

Senior Advisor's Report – Daniel LeBlanc

Senior Advisor LeBlanc provided a report updating council members on the strategic planning process, the hiring of the staff for the council, his responsibilities in meeting regularly with other Cabinet members, his travels around the state and meeting with local workforce boards and meeting at the national level with Department of Labor representatives in Washington and Philadelphia. He advised the council of his role in advising the Governor in disbursements of discretionary funds and his work in

starting the process of assisting in establishing some model comprehensive One-Stop Centers.

Introduction of Staff – Daniel LeBlanc

Paula Dehetre introduced the GOWD staff.

New Business – Chair Connelly

1. Revisions to Articles of Incorporation – Brian Davis

Brian Davis reviewed proposed changes to the Council's Articles of Incorporation to bring the document into conformance with State Code on Executive Order #25. There was a motion and second to adopt the revision as presented. The motion passed unanimously. Mr. Davis reminded the Council that per the Articles, Council Members may not send alternates to vote on their behalf. Chair Connelly noted the importance of member attendance.

Ms. Dehetre provided an update on progress towards the implementation of the Council's System-Wide Performance Measures through the stage agency work groups and reminded Council of the requirement for an annual report. Staff will work with the operating committees and present a draft document at the March meeting.

Chair Connelly stressed that it is really imperative that we have members in attendance and have a quorum.

2. 2007 Meeting Dates – Paula Dehetre

March 21, 2007

June 5th and 6th, 2007

Paula Dehetre provided the meeting schedule for 2007 and information on the upcoming National Association of Workforce Boards (NAWB) Conference in Washington, D.C. in February.

3. Workforce Program evaluations – Gail Robinson

Gail Robinson provided an overview of the new requirement for the Senior Advisor to conduct annual evaluations of Workforce training and development programs and the importance of having timely results for use in the Governor's 2008 budget. An RFP is being issued to obtain a third-party to conduct the evaluations. Due to resource limitations, the initial evaluation will focus on programs required under WIA.

Presentation on Joint Legislative Audits and Review Commission's Study on Self-Sufficiency among Social Service Participants –

Nathalie Molliet-Ribet, of the Joint Legislative Audit and Review Commission provided a presentation on the findings of a recent study of self-sufficiency recipients. Following the presentation there was discussion among Council Members concerning the apparent disconnect between social services arena and WIA/One-Stop, performance measures having possible impacts on social service programs, contradicting program requirements, such as work requirement and health care that may be disincentives to full collaboration. The Chair requested that the One-Stop Committee and other interested parties identify tangible incremental methods to improve coordination between social service programs and One-Stop/Workforce Systems to bring back to the Council. The Chair also suggested that the JLARC report also be presented to the WIB directors at a future meeting.

Presentation on the Council for Adult and Experiential Learning's (CAEL) Nursing Career Lattice Program by Rachel Fichtenbaum, CAEL (A copy of the presentation is available form the Governor's Office for Workforce Development, 804.225.3253)

The Council next received a report from Rachel Fichtenbaum of the Council for Adult and Experiential Learning on the nursing career lattice program, and one of the national pilots that is being conducted at INOVA Hospital in Alexandria through a Department of Labor grant. The program then is a partnership between Northern Virginia Community College and the Hospital focusing on clinical technicians. The apprentice program incorporates work experience with career readiness elements and work keys. The first time pass results have increased from 55% to 99%. There was some discussion among Council Members about the role of private sector training providers, CAEL's role in the process and the transferability of the program to other professions.

Governor's Workforce Development Strategic Plan

The Council received an update of the Governor's Workforce Development Strategic Plan. Senior Advisor LeBlanc provided a quick overview of the process, reminding the council that formation of the plan started with the council at their June Retreat, followed by a series of public input sessions held throughout the State, and then three meetings of the Strategic Planning Steering Committee. The draft document is subject to one final review period by the Council and then will be forwarded to the Governor for final review. The plan must be presented to the General Assembly by December 1st.

Gail Robinson provided an overview of the six goal areas. The order has been changed to make restructuring and system building first followed by a business demand-driven system. The third goal addresses inclusiveness and meeting worker needs. Goals four and five relate to relationships between education and workforce development. The final goal deals with accountability and performance.

Chair Connelly questioned what might be considered different in these goals and Ms. Robinson replied that the major difference from the past is the leadership at the State level, from placing responsibility in the Governor's Office and the direction established in the legislative branch.

Then Greg Brittingham of VCU provided a more detailed overview of the working objectives associated with each of the goals. Below each objective are even more detailed strategies to implement the plan. The floor was opened for comments from Council Members. Senator Ruff expressed concern that there were no priorities identified in terms of what was most important to implement. Other members concurred with this comment, so that actions can be focused with more tangible results. Chair Connelly commented that it would be difficult to remove any of the items, but suggested that smaller items within a set timeframe, it may be possible to accomplish some “big ticket items”, but cautioned that we should not lose sight of some of the smaller items that if accomplished will also provide incremental improvement. The Chair restated some additional members’ discussion by suggesting that there are two main objectives for the workforce system- meeting employer needs and individual needs, and there is question as to how to organize State Government around these two objectives and also suggested the need to delineate between strategies and tactics.

Mr. Keogh suggested that boldness be the characterization in what results in the final plan document and make a prioritization of goals.

Committee Reports –

1. **Executive Committee** – Chair Connelly provided an overview of the Executive Committee meeting of September 8, 2006, highlighting the projects recommended for funding from the Governor’s Discretionary funds noting specific activities targeting areas with greater needs and also apprenticeship-related programs.
2. **Workforce System Development** – Mr. Dreyfus provided a summary of the meeting and requested that Council approve the proposed PY07 Local Board Planning Cycle included in the packets. On a motion made by Mr. Nicely and seconded by Senator Ruff, the recommendation passed unanimously.

3. **One Stop Committee** – Ms. Ricks summarized the meeting held on October 19, 2006 at Germanna College in Fredericksburg with brief updates about pilot initiatives.

4. **Skills Committee** – Mr. Sullenberger presented a summary on the meeting held on October 23, 2006.

5. **Performance and Accountability Committee-** Mr. Battle

Provided a report from the committee including a request that the Council endorse the Committee's recommendation for the awarding of PY05 incentive awards as follows:

Exemplary Performance:

Area 2 - \$50,000

Area 3 - \$50,000

Area 11 - \$50,000

Area 12 - \$75,000

Area 14 - \$50,000

Most Improved:

Area 17 - \$25,000

A motion was called and unanimously passed. The Council's recommendation will be forwarded to the Governor for final action.

Meeting Adjourned – Chair Connelly

There being no further business, the chair adjourned the meeting at approximately 2:15pm.